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Tabulation of the factory laws of Europe



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A TABULATION
OF THE
FACTORY LAWS OF EUROPEAN
COUNTRIES

IN SO FAR AS THEY RELATE TO THE HOURS OF
LABOUR, AND TO SPECIAL LEGISLATION
FOR WOMEN, YOUNG PERSONS,
AND CHILDREN

BY
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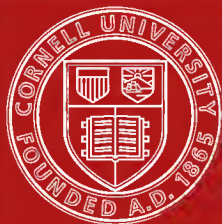
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PREFACE.

THE author is indebted to the Statistical Committee of the Women's Industrial Council (12 Buckingham Street, Strand, London) for the use of its collection of Government Publications and other volumes, which formed the chief part of the material from which she was able to frame the scheme of this Tabulation. She has to thank both English and foreign experts for most courteous and valuable assistance in the difficult task of proof correction, and for other kindnesses unsparingly rendered.

For the benefit of any one intending systematic study, she may state that a considerable and daily increasing collection of laws, regulations, reports and systematic works on Factory Regulation in all the principal countries can now be consulted at the British Library of Political Science (established in connection with the London School of Economics and Political Science), 10 Adelphi Terrace, Strand, London, and she takes this opportunity of thanking Professor Hewins (Director of the School), for his kindly interest in her work.

WESTMINSTER, 1898.



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INTRODUCTION.

THIS little book aspires to nothing higher than to be a compilation of facts, laborious in the making, but easy and convenient in form to the reader. The tabulation is intended for two purposes and is offered to three classes of persons.

In the first place the Author has some hopes that it may be of use to the *Expert*, who, while possessing a scientific knowledge of the subject, can hardly be expected to carry in his mind the details of the factory legislation of each European country, and to whom it may therefore be useful as a convenient book of reference. In the second place it is offered to the *Student* of economics and political and social science in the hope that it may prove a serviceable adjunct to more advanced works. In the third place it is offered to the so-called *Practical* men and women of affairs as a guide to facts. And it is to the two last of hoped-for readers that the following suggestions are addressed.

The tabulation—necessarily limited to a particular portion of the Acts—must not be accepted as giving a bird's-eye view of the condition of the working-classes in the respective countries. All that can be done in such a table is to take a date—as the present—and to state what are the laws in operation upon some defined points. In this way an accurate result is obtained, but one of so limited a nature that any attempt to strain it beyond what it is intended to convey will be found misleading. Discrimination between the laws and the administration of the laws must be borne in mind to begin with, effectiveness in the former depending on excellence of method in the latter; but the administration differs in different countries and should be examined along with the regulations themselves.

Again it should be remembered that the laws, while defining the industries to which they shall and sometimes shall not apply, and the extent to which they shall be applied, give no account of the industrial condition of the country;* we do not learn from them

* Nor are the laws always explicit as to the meaning of their own terms. The definition of the leading word "Factory" is, for example, sometimes

whether the industries regulated are the most important and widespread. A law may, therefore, read well on paper while failing to touch an extended portion of industrial oppression in the country. The eight different sets of legislation in Russia between 1882 and 1894 give us a case in point, for they leave the worst misery of the country outside the law, and therefore unalleviated. Nor is this all. The last legislation (1897) has, while good of its kind, sharpened this contrast, and thrown it into prominence. [*Cf.* Table and Notes.] But this may of course be only a step towards the next improvement.

The history of the factory legislation in Russia has peculiar interest. Prior to the law of 1882 [*cf.* Table] was a very early factory legislation which must be viewed in the light of the special conditions of that country. The law of 1719 [*cf.* Table] did not deal with free labour, but was State regulation of factory serfdom, the serfs being annexed to privileged manufacturing monopolies or mines under the crown. In 1861, this State law was extended to private mines, while the Commission which opened the genuine factory legislation of 1882 began in 1859. The earlier serf factory legislation is in itself very interesting; in 1764, for example, the working-day for adults was limited to twelve hours; there was also regulation of children's labour; while in 1803 a curious law was passed limiting the age of labour to the years between ten and fifty.

It has been observed above that the study of Factory Acts will be fruitless if taken apart from their context—the context being the condition of the country to which they apply. Something of the same kind happens with the Act itself when the medium of its application is left vague. For example, in any country a Factory Act, when only *general*, is apt, however elaborate, to prove a dead letter. To become really effective it must be translated into terms of particular industries.

The history of the English Factory Acts is the story of a legislation moving from industry to industry and applying itself to the special conditions of each one in turn. But the case of Belgium is the most striking example we have of the fruitfulness of this method in the application of an inadequate general law. And in this connection we may state that Belgium, after totally neglecting the subject down to 1892, is now one of the foremost countries in framing rapid and effective industrial legislation. The Royal decrees altering

omitted, and generally left vague. The student is warned that the meaning of this term in different countries is a point in comparative legislation on which careful examination is necessary. (*Cf.* note, p. 11.)

and applying the general law (as to hours) to particular industries have been continuous from 1892 to the present day, with a consequence that the hours of labour in the greatest number of industries come out for protected persons usually as ten or ten and a half, instead of twelve given by the general law [*cf.* Tables, also Notes for a list of the industries.] In only five of these groups of industries do the hours pass ten and a half, in one only do they reach twelve, while in others they are still further reduced for the youngest children—for example, in paper, tobacco and cigar factories the maximum is six, while in zinc-rolling it is five until fourteen years of age.

There are other reasons why inferences, whether good or bad, made too hastily from the tabulation will mislead: (A.) The sphere of influence of a law is not limited to that precisely defined by the law, for it may operate in a way not directly contemplated by the legislator. A familiar instance is when a law, intended for the protection of one set of persons, percolates beyond that stratum and affects a set of non-protected persons. An example is found in the cotton-factory legislation of England, where the length of the working-day for all workers has adapted itself to that prescribed for women and young persons.* (B.) A law may overstep its own designed effect in another way. This might happen when, falling amongst a community with a varying standard of morality, it *does not hit a mark above the average standard*; in this case the new regulation will arrest deterioration by putting a stop to the bad tendencies of the worst employers, and will level up the average all round by introducing a point beyond which it shall not be allowed to fall; the result will be, in other words, better than the law itself. An example, common to many European countries, is where the Sunday rest is more strictly observed by custom than the regulations permit. A rarer example is where the working day, in all industries taken together, is found to average below the law. This is the case in France.

There are many other points of interest which will reveal themselves to any student examining the laws; but it may not be amiss to observe at the outset that the tabulation must not be taken as exhibiting the relative amount of protection accorded to the adults of either sex. Men in all countries are protected in other ways than those tabulated here, and are subjected to elaborate rules, either designed for their own advantage or for the welfare of the community affected by their labour. And in regard to all protection it

* This might probably not happen, however, in a country where other concomitant causes are not favourable.

is too apt to be forgotten in the popular idea that the aim of protection is twofold: (1) the protection of the worker himself; (2) the protection of the community against him. The laws do not usually discriminate between the two forms, but the Belgian law is explicit on the point (*cf.* Notes), and few could glance at the ten trades scheduled apart in the French Code as forbidden to those under eighteen without making the discrimination for themselves. At any rate such a discrimination should be made and will not be found unfruitful in idea.

One other point remains which may well be brought into prominence in this Introduction as offering scope for fresh reflection upon a controversial matter.

In legislation concerning the hours of labour (as in everything else) a picturesque preconception of the thing in itself and of how it came about, is apt to take possession of the mind. For example, the popular assumption is that the protective arm of the law throws itself invariably in compassion over the child *first*, extends itself *next* to the weakness of the young person and the woman, and only finally finds (or will find) an object in the man. Without venturing to offer any general contradiction to this idea, it may be remarked that a closer examination of the facts does not present this sequence as being by any means invariable in *old countries*, even where modern legislation is concerned. Apart from modern factory Acts, control of, or legislation on, the hours of labour does not appear to have taken the child as the initiatory point, but seems to have originated from all sorts of motives which it is not within the scope of this book to examine. Modern factory Acts themselves, however, do not invariably follow the sequence indicated.

There are four nations which have included regulation of the hours of the working day for adult male labour in the general law—viz., Russia, France, Switzerland, and Austria. Of these four nations one only—Austria—has proceeded on the plan referred to. Austria, whose legislation for children is exceptionally advanced, included male labour in the regulation of hours only in 1885. Switzerland netted all classes of labour together in its Federal Law, the intervals of rest, the Sunday and holiday repose, and even the hours of the working day being regulated generally for all workers of whatever sex and age. France began with a very early factory regulation, imposing Sunday and holiday rest on all [1814—since abrogated], and proceeded in its next to regulate the general working day for all in the historic law of 1848.

As to this early Sunday law in France it was only a confirmation

of what was already customary in all European countries. The protection of Sundays and fête days was something which the Church controlled and enforced for centuries, and it remained as a deeply rooted custom when the power of the Church diminished. Legislation, therefore, concerning the first day of the week was only an attempt to restore effectually a privilege formerly enjoyed by all.

Russia stands out as the strongest example of the subversion of the ideal sequence. Legislation began there with the adult male, and, curiously enough, *so it has ended*. The new law of 1897 legislates for male adult labour exclusively, leaving therefore the girl over fifteen and the adult woman the only persons not coming under the protection of the law as to the length of the working-day. (*Cf. Tabulation.*)*

On the other hand Holland has regulated the hours of children, young persons and women in the same way that Switzerland has, but has left out the regulation of men's hours. Germany has only regulated the Sunday rest for men and the hours in some unhealthy trades. Belgium, elaborately regulating only the hours of children and young persons, shows signs of advancing towards women, because the protection in the case of girls is in some points carried to twenty-one years, while that of boys leaves off at sixteen. Hungary, Denmark, Sweden, Norway, leave adult labour of both sexes either unregulated as to hours or subject (in respect to the seventh day) to the same regulation; but the latter three countries have some restrictions for women in respect of dangerous trades. The motives for this last are left to the examination of the student. Spain and Portugal have no regulations for the hours of adult labour, though Portugal introduces one or two slight injunctions in favour of women's peculiar needs. Italy, again, has only one small regulation of the hours of adult labour—and *this refers to men*.

The above points are indicated to the student as matters upon which examination and reflection might produce interesting results.

One more hint may be added. To come to our own country: no doubt the sequence followed in our own factory laws, in a continuous legislation carried on during the whole century, has created the popular idea that that sequence is the "natural" rule. But to look at the laws, not only in their context of present conditions, but also with some reference to earlier history, may result in dispersing the notion even in relation to the United Kingdom. Is our factory

* It will be observed that the "exemption" of some places from the law leave many men and male young persons unprotected also.

legislation, for example, altogether a novelty and an encroachment ? or is it an attempt at gradual restoration ? Possibly the latter. At any rate the regulation of the working day, as regards duration, was the common and century-long condition in England up to the beginning of this era. By the Statute of Apprentices (Eliz. 1562), the day's labour was fixed for apprentices and journeymen at twelve hours in summer and in winter from break of day till nightfall. With the motive of this regulation we are not now concerned ; what we have to remark is that this law obtained as a deeply rooted custom, even where its State authority was, perhaps, not consciously recognised. The introduction of machinery brought about a new state of things in which there was not only a wholesale breaking of the law, but a rapid dissolution of the custom, until the working-day was found to have been prolonged from the old maximum twelve hours for men, to thirteen and fourteen, sixteen or seventeen, *for women and children*, even in mines. The first attempts of English working-men to resist this frightful encroachment was through efforts to re-instate the authority of the old and no longer suitable law. The Factory Acts, therefore, may be regarded in the light of an orderly endeavour after the restoration of normal, wholesome conditions of labour, by means of gradual legislation applied where the need is most obvious ; further they may be viewed as exhibiting a changed application of legal regulation to meet altered and more exhausting conditions of industry ; and last as being an unfinished process in all countries. Also that the special form the sequence takes in any country is merely a symptom of where, in that particular country, the "direction of least resistance" or the most crying need lies, for the gradual application of this uncompleted legislation.

If such an interpretation be accepted, it is possible it might be effective in dispersing that uneasy suspicion of sex bias in factory legislation, of unjust encroachment upon women's "liberty" and rights, which form the ground for resistance to such legislation (on the part of some), as soon as the adult female worker is touched.

It will be observed that the laws of the Colonies and the United States of America have not been introduced into this tabulation. The book is too cumbrous as it is, and an enlargement would destroy its purpose. Moreover, with the new countries we arrive at a different set of reflections. Should the present volume receive the appreciation of the public, it will be the author's care and pleasure to prepare a supplementary table of the laws not included in this.

FACTORY LAWS OF EUROPEAN COUNTRIES.

	FRANCE.	BELGIUM.	HOLLAND.
DATES OF EARLIEST FACTORY LEGISLATION.	1841. (1848, 12 hours' day regulation.)	1889.	1815. (Sunday Rest.) 1874.
DATES OF LAWS IN FORCE.	1892. (Modifications from 1893 to 1898.)	1889. (With additions, 1892-1898.)	1889. (With additions, 1891-1898.)
TO WHAT PLACES THE LAWS APPLY.	<p>*Factories, works, coal, and metalliferous mines, quarries, sheds, workshops, and all industrial establishments connected with them, whether public or private, lay or religious; state or charity workshops included.</p> <p>The Law does not apply to agricultural work and transport industries, nor to shops or bureaux. Domestic workshops are also excluded, but come under the inspector's authority if they deal with unhealthy trades or if power is used.</p>	<p>All steam-mills, factories, and works, industrial establishments private or public, educational (technical) or charitable; all mines (coal and metalliferous), quarries, yards, ports, stations, transport industries (sea or land); all brickfields and tile works not using power; all unhealthy trades, and all trades using power (steam or mechanical).</p> <p>Domestic workshops are excepted unless using power or dealing with unhealthy trades.</p> <p>and pharmacies. Also barge and fishing industries, save as touching the age of admission of children; State, military, professional, and educational establishments and prisons.</p>	<p>All factories and workshops, defined as places, open or shut, where articles are prepared for sale or use; and all industries, great or small.</p> <p>EXCEPTIONS: (1) Agriculture, horticulture, forestry, cattle raising, and the peat industry; (2) occupations in or for the trade of an employer with whom the worker lives, which are done outside the workshop, in so far as they belong to work usually done in the household or stables; (3) kitchens</p>
AGE OF ADMISSION OF CHILDREN.	13. (Or 12, if furnished with medical and educational certificates.)†	12.	12.
DURATION OF WORKING DAY.			
<i>Children.</i>	10 hours.‡ (For those under 16. Overtime usually forbidden.)	12 hours.§ (For those under 14.)	11 hours. (For those under 14.)
<i>Young Persons.</i>	11 hours.‡ (And not more than 60 per week for those under 18. Overtime usually forbidden to both sexes under 18.)	12 hours.§ (For boys under 16 and girls under 21.) [Subsequent trade by trade legislation has in effect reduced the hours for all under 16 to an average of 10½.]†	11 hours. (For those under 16.)
<i>Women.</i>	11 hours.‡		11 hours.

* The term "Factory" is translated throughout as a simple reproduction of the word used in the law. The meaning differs from country to country, but is not always defined in the law; for example, it is not defined in the German Industrial Code.

† Cf. Notes.

‡ Cut by a rest or rests amounting to 1 hour at least.

§ Cut by rests of a total of 1½ hours. In many industries the midday interval must be 1 hour at least. However short the working-day, a rest of ½ hour after every 4 hours.

|| Cut by a rest of at least 1 hour between 11 a.m. and 3 p.m.

	FRANCE.	BELGIUM.	HOLLAND.
<p>CONCESSIONS AS TO DURATION OF WORK.</p> <p><i>Young Persons.</i></p> <p><i>Women.</i></p>	<p>Overtime is allowed in groups of seasonal trades* temporarily for one month by authority of the Inspector, but the total worked must not exceed 12 hours in 24.</p> <p>Overtime as above for young persons.</p> <p>Evening work for women and girls over 18 is allowed in the same groups of trades from 9 to 11 p.m., but more than 12 hours must not be worked and the concession is for 2 months a year. The authorisation is permanent.</p>	<p>Not regulated. [See above, duration of working day.]</p>	<p>Overtime, either of 2 hours before 5 a.m. or of 2 hours after 7 p.m., is permitted to young persons of 14-16 in a given factory or workshop, by authority of the Commissioner of the Province; but the working day may not exceed 13 hours, and the permit extends to 6 consecutive days, or to 14 alternate.</p> <p>Same concession under same conditions for women and those under 14, but work not to begin before 5 a.m. nor go on after 10 p.m.†</p>
<p>RESTRICTIONS ON NIGHT-WORK.</p> <p><i>Young Persons.</i></p> <p><i>Women.</i></p>	<p>[Hours constituting night are 9 p.m. to 5 a.m.]</p> <p>Forbidden.</p> <p>Forbidden.</p>	<p>[Hours constituting night-work are 9 p.m. to 5 a.m.]</p> <p>Forbidden to all under 16 and to girls under 21.</p>	<p>[Hours constituting night-work are 7 p.m. to 5 a.m.]</p> <p>Forbidden to all under 16.</p> <p>Forbidden.</p>
<p>CONCESSIONS ON NIGHT-WORK.</p> <p><i>Young Persons and Women and Children.</i></p>	<p>A portion of night-work is allowed to all between 4 a.m. and 10 p.m., if in 2 shifts of 9 hours cut by a rest of 1 hour at least.</p> <p>TEMPORARY: Night-work allowed to all for 1 month by authority of Inspector in case of accident or stoppage; if for longer by authority of Minister.</p> <p>It is allowed to all temporarily in the seasonal industries already specified for 30 days; in a few others for 60 days, but hours must be only 10 in 24; in urgent repairs of ships and machines for those over 16 for 120 days.</p> <p>PERMANENT: <i>Women over 21</i> in the industries of book-stitching, newspaper folding, and lamp-lighting in mines, but only for 7 hours in 24.</p> <p>In 5 trades of continuous furnaces it is allowed to boys only; and in 2 such trades to <i>women over 21 and boys</i> for 10 hours in 24 cut by a rest of 2.</p>	<p>YOUNG PERSONS: Night-work may be authorised permanently with or without conditions in industries of continuous work, to boys over 14 and to girls over 16.</p> <p>It may also be permitted <i>exceptionally</i> in any industries to boys over 14 and girls over 16.</p> <p>Boys over 12 may be employed underground after 4 a.m.</p> <p>WOMEN: not regulated. [see above.]</p>	<p>YOUNG PERSONS: †Night-work may be permitted <i>permanently</i> in certain industries to boys of 14-16, but the hours must not pass 11 of effective work.</p> <p><i>Exceptionally</i> it may be permitted in other industries in a given factory or workshop.</p>
<p>COMPULSORY HOLIDAY AND SUNDAY REST.</p> <p><i>Young Persons and Women.</i></p>	<p>Compulsory for all. But concessions are allowed temporarily by authority of the Inspector in those industries already specified. [See notes as before.]</p>	<p>Compulsory for all protected persons.</p> <p>In trades which cannot be interrupted, work is permitted 1 Sunday in 2 to boys and girls over 14. In cases of necessity authorisation to work may be granted for several consecutive weeks in all industries.</p>	<p>Compulsory for all protected persons.</p> <p>By the same governmental order which permits overwork (see above) it is permitted to male young persons of 14-16 to work on Sundays up to 6 p.m. only.†</p>

* Cf. Notes.

† See Notes for a list of these trades.

	FRANCE.	BELGIUM.	HOLLAND.
RESTRICTIONS AS TO MINES AND DANGEROUS TRADES AND EXCESSIVE LABOUR FOR CHILDREN, YOUNG PERSONS AND WOMEN.	<p>Boys under 16 can only work 8 hours in 24 underground.</p> <p>Boys 16 to 18 can only work 10 hours underground in 24, and the working week is 54 hours.</p> <p>*Certain dangerous trades are forbidden or regulated to the three classes of protected persons in the following way:—</p> <ol style="list-style-type: none"> (1) to children under 13, (2) to girls under 16, (3) to all under 16, (4) to all under 18, (5) to women. <p>WOMEN: Underground work in mines or work in quarries is forbidden to women and girls.</p>	<p>WOMEN: May not work for 4 weeks after childbirth.</p> <p>Underground work is forbidden to women under 21 not so employed before 1892. A decree of 1893 limited the hours of exempted women and girls to 11.</p> <p>YOUNG PERSONS AND CHILDREN: Girls under 21 may not work underground. After consultation with the Councils a Royal Decree may forbid employment in any given trade of boys under 16 and girls under 21, or may restrict the work to certain hours a day.</p> <p>Unhealthy trades forbidden:—</p> <p>19 to boys under 16 and girls under 21, 45 to all children under 16, 35 partially to all children under 16, 28 to all children under 14.</p> <p>Additions to these trades are being constantly made by Royal Decree.*</p>	<p>WOMEN: May not work for 4 weeks after childbirth in factories or workshops.</p> <p>*A Royal Decree of 1897 forbade to ALL PROTECTED PERSONS underground work; the cleaning, greasing, etc., of machinery in motion, or even at rest when connected with the driving power; labour on machinery with dangerous parts, such as rapidly moving, cutting, or hammering parts; labour at tanks, hot or cold, unless covered or enclosed; in ovens or close places in which the temperature is above 89·6 Fahr.; in badly lit work-places or in those exposed to the sun; where explosive gases are worked unless precautions are taken; in 8 sets of trades dealing with poisonous compounds, in 17 whereof the dust is noxious, unless adequate precautions are taken.</p> <p>YOUNG PERSONS: (1) trades of carrying, etc., where excessive exertion is required; (2) in trades involving dangerous experiments; (3) as independent engineer or stoker, or in preparing dangerous explosives.</p>
REGULATIONS OF THE HOURS OF MEN'S LABOUR. WORKING-DAY.	<p>12 hours.</p> <p>Concessions are allowed in case of accident or stoppage, in industries of continuous work, or those that touch on National Defence.</p>		
SUNDAY REST.			<p>A law of 1815 rendered Sunday rest compulsory; though the penalties of this law are not now enforced, the practice of Sunday rest is habitual.</p>

FACTORY LAWS OF EUROPEAN COUNTRIES.

	GERMANY.	AUSTRIA.	HUNGARY.
DATES OF EARLIEST FACTORY LEGISLATION.	1839 (Prussia). 1869 (North Germany), which 1870 extended to the Empire.	1787 (Forbad children under 9 to work in factories). 1842 (Factory age raised to 12).	1840.
DATES OF LAWS IN FORCE.	1891. (With additions up to 1897.)	1859. Modified by Laws 1883 (March) and 1885 (March), the latter limited the male adult working day. Latest changes in 1897.	1884 Is the main law called the Industrial Law. Additions in 1891 and 1893; with minor changes up to 1895.
TO WHAT PLACES THE LAWS APPLY.	Factories, mills, and workshops using power: underground quarries, mines, saltpits; smelting houses, timber and other building yards and dockyards; brick and tile kilns, mines and quarries, which are worked above ground and are not merely temporary. Domestic workshops are formally omitted. By an Imperial Decree of 1897 regulation is extended to ready-made clothing workshops— <i>save</i> where only members of the family are employed, or where the manufacture is only occasional. By Art. 154 the provisions may be extended by Imperial Decree with consent of the local authority to other industries.	Factories of the large and workshops of the small industries. A Factory is a place where articles are made or worked upon in a closed workshop employing more than 20 workmen; division of labour, use of machinery, an employer himself not working manually, may also bring the place under the Factory Law. Agricultural, fishing, transport (rail, steam and canal) industries are omitted, also earthworks and mines: * Domestic workshops, penitentiaries and charitable establishments are also exempt.	In principle to all industries and professions. No definition distinguishes factories and workshops; a factory is a place where a branch of work is done, or power or machinery is used. Express <i>exclusions</i> are agricultural, fishing, transport (rail, steam, canal) industries and mines; also State monopolies, domestic workshops, educational and reformatory institutes and prisons.
AGE OF ADMISSION OF CHILDREN.	13. (And not then unless primary education is complete.)	14. (In factories.) 12. (In other regular occupations.) From 12–14 must attend school for 12 hours a week in daytime, and may only be employed in easy work not injurious to health.	12. But may be admitted with educational certificate at 10 years old by permission of the industrial authority.
DURATION OF WORKING DAY.			
<i>Children.</i>	6 hours.† (For those under 14.)	8 hours.‡ (For those under 14, in workshops of the small industry.)	10 hours§ in small industries, 8 in large for those under 14. School hours are included.

* Cf. Notes.

† For children, cut by a rest of at least $\frac{1}{2}$ hour.‡ Cut by rests of 1 hour and $\frac{1}{2}$ hour in all industries for all workers without distinction of age or sex.§ Cut by three rests, $\frac{1}{2}$ hour before noon, 1 hour at noon, $\frac{1}{2}$ hour afternoon.

	GERMANY.	AUSTRIA.	HUNGARY.
DURATION OF WORKING DAY (cont.).			
<i>Young Persons.</i>	10 hours.* (For those under 16.) Young Persons to be allowed time to attend continuation schools until 18.	11 hours.† (For those under 16 in factories; and only in light non-injurious work.) Hours in workshops not limited after 14 years. Until 18 years must have time for night or secondary schools and also Sunday schools.	12 hours‡ in small industries, 10 in large for those under 16. School hours are included, and the young apprentice must attend the schools.
<i>Women.</i>	11 hours.* (For women over 16.) On Saturdays and Eves before Holidays 10 hours, and must leave work at 5.30 p.m. In certain cases of urgency or public interest women not having a household may work till 8.30 on Saturdays and Eves before Holidays.	11 hours.† (In Factories.)	No limitation. Rests in working day as below.‡
CONCESSIONS AS TO DURATION OF WORK.			
<i>Young Persons.</i>	Overtime is allowed for a period of 4 weeks in cases of breakdown; if for longer only by authority of the Chancellor of the Empire. The Federal Council is empowered to permit overtime in necessary cases,§ but the total work must not exceed 60 hours per week, and 70 in brickworks. For children the total work must not exceed 36 hours per week.	All overtime must be specially paid for. § Overtime is allowed in certain trades for 1 hour daily, the list to be revised every 3 years. Concessions are allowed by authority in urgent cases for 3 weeks at a time or for 3 days in a month. [Accessory work is not included in the general regulation of hours, but <i>young persons must not do this work.</i>]	
<i>Women.</i>	In cases of breakdown, as young persons above. Overtime to 10 p.m. allowed for a fortnight at a time in cases of press of work, but the hours are not to exceed 13, and Saturdays are excepted; this overtime only permitted for 40 days a year.¶ The Federal Council is empowered to permit overtime more permanently in necessary cases,§ but the total work per week may not exceed 65 hours or in brickfields 70. Overtime is allowed for women over 16 in ready-made clothing establishments for 60 days in the year, but daily hours must not exceed 13 nor be prolonged after 10 p.m. Overtime must be entered on a special list for inspection.	All overtime must be specially paid for. Overtime is allowed in certain trades§ for 1 hour daily. Concessions are allowed in urgent cases for 3 weeks or for 3 days in a month.	

* For young persons, cut by 3 rests of $\frac{1}{2}$ hour, 1 hour, and $\frac{1}{2}$ hour; for women, cut by a rest of 1 hour at mid-day or $1\frac{1}{2}$ hours if they have a household to attend to.

† Cut by rests of 1 hour and $\frac{1}{2}$ hour in all industries for all workers without distinction of age or sex.

‡ Cut by three rests, $\frac{1}{2}$ hour before noon, 1 hour at noon, $\frac{1}{2}$ hour afternoon.

§ Cf. Notes. || Accessory work means cleaning, heating, etc.

¶ Or the working of overtime may be spread over a longer period provided that the annual number of hours be not exceeded.

	GERMANY.	AUSTRIA.	HUNGARY.
RESTRICTIONS ON NIGHT-WORK.	[Hours constituting night-work are 8.30 p.m. to 5.30 a.m.]	[Hours constituting night-work are 9 p.m. to 5 a.m.]	[Hours constituting night-work are 9 p.m. to 5 a.m.]
<i>Young Persons.</i>	Forbidden.	Forbidden under 16 in all industries.	Forbidden under 16.
<i>Women.</i>	Forbidden.	Forbidden over 16 in factories only.	
CONCESSIONS ON NIGHT-WORK.	Night-work is allowed for a period of 4 weeks in cases of breakdown; if for longer, only by authority of the Chancellor of the Empire.	Night-work is allowed in certain codified industries to those under 16,* but hours not to exceed 11 in 24. Ministers have power to grant other exemptions.	Night-work may be allowed to persons of 14 to 16 years by the industrial authority, if health permits, but only for half the number of hours fixed for the working-day.
<i>Women.</i>	In cases of breakdown as for young persons. Night-work may be permitted for 40 days per annum in seasonal trades; but night-work must not exceed 10 hours in 24, and rests amounting to 1 hour must be given in every shift. The shifts of night and day work must alternate each week. Persons intending to employ women and young persons after 8.30 p.m. must notify the police authorities beforehand in writing.	Night-work is allowed in certain codified* industries, but hours must not exceed 11 in 24.	
COMPULSORY SUNDAY AND HOLIDAY REST.	Sunday and fête-day rest is compulsory for all young workers, nor may they be employed during hours fixed for religious teaching. [For women <i>cf.</i> Men and Notes.]	Compulsory to all in all industries. [<i>Cf.</i> Men, Sunday rest.]	Compulsory to all in all industries. All industries, large or small, must be suspended for at least 24 hours weekly, but many exceptions are allowed by decree.
RESTRICTIONS AS TO MINES AND DANGEROUS TRADES.	The Federal Council may forbid or regulate* employment for <i>all</i> protected persons in any dangerous trade.	In places with furnaces, or with machinery moved by power, and in 52 codified unhealthy trades, a certificate of authorisation is required before the industry is opened.†	
<i>Children.</i>	Boys under 14 must not be employed underground. Children and young persons employed in certain works and factories are protected by special regulation. [<i>Cf.</i> Notes.]	Children under 14 may only work at easy trades and those not dangerous to health.	Children may not be employed at unhealthy or excessive work.

* *Cf.* Notes.

† Ministers have power to extend the list.

	GERMANY.	AUSTRIA.	HUNGARY.
RESTRICTIONS AS TO MINES, ETC. (cont.) <i>Young Persons.</i> <i>Women.</i>	<p>The 10-hour limit is subject to further restrictions in dangerous trades, the police having power to lessen the hours.</p> <p>Women must not work for 4 or 6 weeks after childbirth. Underground work is forbidden to women and girls, also smelting works and forges and furnace work in glass manufacture. There are also restrictions in certain codified trades. [Cf. Notes.]</p>	<p>Young persons under 16 in factories must only work at easy trades and those not dangerous to health.</p> <p>Women must not work for 6 weeks after childbirth, or 4 if certified as able.</p> <p>Ministers are empowered to forbid or regulate dangerous trades to women; a few dangerous trades have been forbidden. Underground work was forbidden to women in 1884—effectual only since 1889.</p>	<p>Young persons under 16 must not be employed at unhealthy trades. The Law of 1884 directed a list to be drawn up by Government, but this has not been done.</p> <p>Women must not work for 4 weeks after childbirth.</p>
REGULATIONS OF THE HOURS OF MEN'S LABOUR. WORKING-DAY.	<p>In unhealthy trades the hours worked are to be limited. In lead-works the hours of employment are to be within 12. [Cf. also Notes.]</p>	<p>11 hours in 24* in the large industries with concessions of 1 hour in certain codified trades; the list must be revised every 3 years. In no case must the working day be extended more than 3 hours. Shift-working is allowed for 12 hours. In case of necessity overtime for 3 weeks by authority or 3 days a month by notice given is allowed. Overtime must be specially paid for.</p>	<p>No limit on the working-day, but rests of a total of 2 hours compulsory.</p>
SUNDAY AND HOLIDAY REST.	<p>A Sunday rest of 24 hours, or 2 consecutive holidays† of 36 hours, is compulsory in most industries, but concessions are allowed in about 78 codified trades.‡ But any one employed on Sunday for 3 hours must be free from 6 a.m. to 6 p.m. every second Sunday, or rest for 36 hours every third Sunday. Or if not prevented from attending Divine Service, a rest of 24 hours on a weekday in lieu of Sunday is permitted. For Christmas, Easter, and Whitsun the legal rest is 48 hours.</p>	<p>Compulsory for 24 hours, and rest to begin not later than 6 a.m.</p> <p>Concessions are allowed in certain exceptional cases by decree of Minister of Commerce. When employment exceeds 3 hours a rest of 24 hours to be assured on the Sunday following or on a week day, or rests of 6 hours each on 2 week days.</p> <p>In the case of industries supplying public wants, permission may be given by the district authorities subject to consent of trade-guilds. [Cf. Notes.]</p>	<p>By the Law of July 1891 and by Governmental decrees of 1892 and 1893, the Sunday rest must begin not later than 6 a.m., and must continue until 6 a.m. on Monday.</p>

* Rests as for women, young persons and children.

† The rest must begin at midnight and last until 6 p.m. the second day.

‡ Cf. Notes.

FACTORY LAWS OF EUROPEAN COUNTRIES.

	DENMARK.	SWEDEN.	NORWAY.
DATES OF EARLIEST FACTORY LEGISLATION.	1873.	1881.	1892.
DATES OF LAWS NOW IN FORCE.	1873. (With additions to 1891.)	1881. (With changes to 1890.)	1892.
TO WHAT PLACES THE LAWS APPLY.	Factories and workshops, or places using factory processes, and which employ young persons under 18, whether the work be direct or accessory. Domestic workshops are not mentioned, but the Minister has power to decide doubtful cases.	Factories, manufactories, and other industries without further definition—save that in accordance with degrees of importance and nature of work, some industries are to be considered factories. [<i>cf.</i> Notes.] Domestic workshops are in effect excluded.	All industrial places occupying a number (great or small) of workmen at the same time and in a regular manner; all mines, foundries, metal works, and metal workshops in general. The Inspector is empowered to decide whether an establishment comes under the law.
AGE OF ADMISSION OF CHILDREN.	10. (And must have educational and medical certificates and must not be employed during school hours.)	12. (And must have educational and medical certificates. Up to 15 must attend school, certificated or not.)	12. (But must have a certificate of physical aptitude, and up to 14 must be free to attend school. The school-master may demand further time for schooling.)
DURATION OF WORKING-DAY.			
<i>Children.</i>	6 hours * in 24. (For those under 14.)	6 hours.† (In factories for those under 14.) [Not regulated in other industries.]	6 hours.‡ (For those under 14.)
<i>Young Persons.</i>	10 hours * in 24. (For those under 18.)	10 hours.† (In factories for those under 18.) [Not regulated in other industries.]	10 hours.‡ (For those under 18.) From 12–18 years must rest after 4½ hours' work at latest.
<i>Women.</i>			

* Children : Cut by a rest of $\frac{1}{2}$ hour ; if employed before 11 a.m. must leave work at 1 p.m.
Young persons : Cut by 2 hours rests ; $1\frac{1}{2}$ hours before 3 p.m., and $\frac{1}{2}$ hour before 6 p.m. [In places other than factories rests are ordered but the amount is not stated.]

† Children : Cut by a rest of $\frac{1}{2}$ hour. Young persons : Cut by rests of 2 hours, $1\frac{1}{2}$ before 3 p.m.

‡ Children and young persons : Cut by a rest of $\frac{1}{2}$ hour morning and afternoon. Young persons have additional rest of 1 hour after dinner when the duration of work exceeds 8 hours.

FACTORY LAWS OF EUROPEAN COUNTRIES.

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	DENMARK.	SWEDEN.	NORWAY.
<p>CONCESSIONS AS TO DURATION OF WORK.</p> <p><i>Young Persons.</i></p> <p><i>Women.</i></p>	<p>Overtime is permitted to those of 14-18 years in exceptional industries (as when the work depends on the season or atmospheric condition) by the Minister of the Interior.</p> <p>Children may never be employed beyond or out of the legal hours.</p>	<p>Concessions are permitted exceptionally and only for 4 weeks a year, and the hours must not be in those constituting night-work.</p>	<p>In case of accident overtime is allowed without application to the authorities for 2 days only; if further leave is wanted can be had from the Inspector merely.</p> <p>With proper authority overtime is permitted at certain times of the year in seasonal trades. Overtime of $\frac{1}{2}$ an hour is allowed to young persons of 14-18 in certain easy industries by authority, but hours may not exceed 60 per week.</p>
<p>RESTRICTIONS AS TO NIGHT-WORK.</p> <p><i>Young Persons.</i></p> <p><i>Women.</i></p>	<p>[Hours constituting night-work are 8 p.m. to 6 a.m. for those under 14; 9 p.m. to 5 a.m. for those under 18.]</p> <p>Forbidden under 18.</p>	<p>[Hours constituting night-work are 8 p.m. to 6 a.m.]</p> <p>Forbidden under 18 in all industries.</p>	<p>[Hours constituting night-work are 8 p.m. to 6 a.m.]</p> <p>Forbidden.</p>
<p>CONCESSIONS AS TO NIGHT-WORK.</p> <p><i>Young Persons.</i></p> <p><i>Women.</i></p>	<p>In cases of necessity concessions are allowed to those over 14. [See Overtime.]</p>	<p>By a decree of 1883 boys of 14-18 years may work in mines and metal works 12 hours a day, and the hours may begin or end within the legal night, but the boys are to have 8 hours rest at night and not to work 2 nights in succession. [Cf. Notes.]</p> <p>No other concession.</p>	<p>In establishments where the nature of the work demands it, young persons may be employed permanently at any hours of the day or night by the authority of the Inspector with the permission of the Minister, but the number of hours permitted by law must not be exceeded.</p>
<p>COMPULSORY SUNDAY AND HOLIDAY REST.</p>	<p>Compulsory for all children and young persons. [Women as men below.]</p>		<p>Compulsory to all.</p>
<p>RESTRICTIONS AS TO MINES AND DANGEROUS TRADES.</p> <p><i>Children and Young Persons.</i></p>	<p>Children may not clean machinery in motion, or be employed in match-head making or where matches are dried. The Minister of the Interior may raise the age of admission in industries too fatiguing or hurtful to the health, or may altogether forbid them to those under 18.</p>	<p>Children may not clean machinery in motion. Underground work in mines and quarries is forbidden [but see Notes].</p> <p>The employment of minors can be regulated in dangerous or fatiguing trades by the committee of health or the municipal council.</p>	<p>Underground work, mines, and all such labour, forbidden to children and young persons. Also dangerous work in connection with machinery.* In dangerous and unhealthy trades a Royal Decree may prescribe precautions, reduce hours below those already fixed by law or forbid employment.</p>

* Cf. Notes.

FACTORY LAWS OF EUROPEAN COUNTRIES.

	DENMARK.	SWEDEN.	NORWAY.
<p>RESTRICTIONS AT TO MINES, ETC. (<i>cont.</i>)</p> <p><i>Women.</i></p>	<p>Women may not clean machinery in motion.</p>	<p>Underground work in mines or quarries is for- bidden.</p>	<p>Underground work, mines, and all such labour, for- bidden.</p> <p>Women may not clean machinery in motion. Work for 4 to 6 weeks after childbirth for- bidden. Women with child may be forbidden to work in unhealthy trades.</p>
<p>REGULATIONS OF THE HOURS OF MEN'S LABOUR.</p> <p>WORKING-DAY.</p>			<p>In unhealthy trades, a Royal Decree may as- sign a limit to working hours.</p>
<p>SUNDAY AND HOLIDAY REST.</p>	<p>In factories and work- shops, Holiday and Sunday rest is compul- sory. Exceptions are made in seasonal trades, those worked by wind and water, and those of which the work is necessarily continuous. But workers must rest one Sunday in two.</p>		<p>Compulsory.</p> <p>Work must stop at 6 p.m. on Saturdays and eves of holidays, and rest must last until the day following the fête, or if 2 holidays fall together until 10 p.m. of the second. Where the na- ture of the work renders it indispensable, work may be permitted 1 Sun- day in 2 by authority.</p> <p>In urgent cases of repairs work is allowed but no- tice must be immedi- ately given to the In- spector.</p>

FACTORY LAWS OF EUROPEAN COUNTRIES.

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	RUSSIA.*	ITALY.	SPAIN.
DATES OF EARLIEST FACTORY LEGISLATION.	1719. (For serf-labour in State factories.) 1816. (Same legislation extended to private mines.) 1882. (First law for general application.)	1886.	1873.
DATES OF LAWS NOW IN FORCE.	1882-1894. (Women and children.) 1897. (Male labour.)	1886. (New Bill for the Protection of Miners, 1897, now before the Government.) [See below.]	1873.
TO WHAT PLACES THE LAWS APPLY.	To all manufactories, industrial establishments, mines, smelting works, gold and platinum workings, railway workshops and workshops which, though not using power, employ over 16 persons. All industrial works and establishments belonging to the "Cabinet" of the Czar and to the Department of "Appanages," the Crown and Government administrations. State, military and naval establishments are not under the new law, but have special rules. EXEMPTIONS: Workshops employing less than 16 and domestic workshops. Ministers are charged to decide doubtful cases, and may extend the application of the law to certain workshops or categories of workshops.	Factories and workshops where power is used or workshops where 10 workers are employed; also mines and quarries. Building and agricultural works are exempt, also domestic workshops and shops.	Industrial establishments, factories, workshops, foundries and mines.
AGE OF ADMISSION OF CHILDREN.	12. (But if not possessing a certificate of education, must attend school for 18 hours a week up to 15 years of age.)	9, and in underground work, 10 years. All under 15 must have a medical certificate, and an employer wishing to employ a child below 15 must make a declaration before the authority. [Cf. Notes.] [A Bill is before Parliament proposing to raise the age for mines and quarries to 14 underground and 12 above ground.]	10.
DURATION OF WORKING-DAY.	<i>Children.</i> 8 hours in 24 for those under 15. Must not work more than 4 hours without rest.† In certain industries may work for 6 consecutive hours, but then the working-day must be 6 hours only.	8 hours‡ for those 9-12 years old.	5 hours for boys of 10-13 years, and for girls of 10-14 years. Education for 3 hours a day is compulsory up to these ages in State schools.

* Cf. Notes. Finland has a Factory Law of its own; the principal enactments are given in the Notes.

† The Prefect of St. Petersburg issued an order in 1897 extending this rule to young people of 12 to 15 employed in dressmaking, military, or tailoring establishments.

‡ Cut by a rest of 1 hour when the duration of work is over 6 hours.

FACTORY LAWS OF EUROPEAN COUNTRIES.

	RUSSIA.	ITALY.	SPAIN.
DURATION OF WORKING-DAY. <i>(cont.) Young Persons. Women.</i>	Not regulated after 15 years of age, save for boys coming under the new law for male labour. [<i>Cf.</i> Men.]		8 hours for boys of 13-15 years, and for girls of 14-17 years.
CONCESSIONS AS TO DURATION OF WORKING-DAY. <i>Young Persons. Women.</i>	In cases where 18 hours a day in 2 shifts of 9 hours are worked, children under 15 may work 9 hours in shifts of 4½ cut by a rest.		
RESTRICTIONS ON NIGHT-WORK. <i>Young Persons. Women.</i>	(Hours of night are 9 p.m. to 5 a.m.) Forbidden up to 17 years in textile mills and factories. For those under 15 forbidden in all industries. The Minister of the Interior has power to extend the restriction for young persons up to 17 in other industries than textiles. Forbidden in textile mills and factories only. The Minister has power to extend the restriction to other industries.	Forbidden for those under 12 years. For those 12-15 years permitted for 6 hours in 24.	(Hours of night are after 8.30 p.m.) In trades using power, forbidden to boys under 15 and to girls under 17.
CONCESSIONS AS TO NIGHT-WORK. <i>Young Persons and Women.</i>	In the cases of 2 shifts (see Concessions on Working-Day), children under 15 may work at 4 a.m. or up to 9 p.m. Night-work is permitted in cases of stoppage, &c., but work must not begin again till noon on the following day. Night-work is also permitted when the father of the house superintends. [Women the same.] In glass-works it is permitted to <i>boys</i> , but only for 6 hours in 24, and work may not be resumed until 12 hours have elapsed.	Night-work may be permitted in workshops where the work is necessarily continuous by authority, to children under 12 for 6 hours in 24.	
COMPULSORY HOLIDAY AND SUNDAY REST.	Compulsory under 15, but it may be permitted where adults work on this day by authority. [<i>Cf.</i> Men; new law of 1897.] But note that women over 15 do not come under this law.		

	RUSSIA.	ITALY.	SPAIN.
RESTRICTIONS ON MINES AND DANGEROUS TRADES. <i>Children.</i> <i>Young Persons.</i> <i>Women.</i>	Unhealthy or excessive work is forbidden up to 15. Ministers have power to forbid or to raise the age of admission in unhealthy or fatiguing trades other than those appearing on the list. * In 36 codified industries in either the whole or part, work is absolutely forbidden. It is forbidden for a child to enter phosphor match-making buildings. Underground work is forbidden in Poland up to 17. Underground work is forbidden in Poland.	21 trades forbidden to those under 15; others are only allowed under regulation and for 8 hours at longest. A Royal decree may change these lists. [Cf. Notes.] Children may not clean machinery in motion. They are not admitted to underground work till 10 years old. (A Bill is before Parliament proposing to raise the age for mines and quarries to 14 underground and 12 above ground.) * 21 dangerous trades are forbidden to those under 15. Other trades are only to be worked for 8 hours a day at most.	
REGULATIONS OF THE HOURS OF MEN'S LABOUR. WORKING-DAY.	New Act, 1897. [Cf. To what the laws apply.] 11½ hours out of 24. On Saturdays and Eves of 14 legal holidays 10 hours. On Christmas Eve work must end at noon. If work-time lies between 9 p.m. and 5 a.m.† 10 hours is the maximum. In mines the time spent in descending and ascending the shaft is included in the 10 hours. Overtime is allowed only under special agreements between the employers and men, such agreements only to be made in relation to work necessary to be done in overtime. In regard to particular trades, establishments, or classes of workmen, the law may be either relaxed or made more stringent by decrees of Ministers.	The Ministry of Marine has introduced a working-day averaging 9 hours throughout the year for the Government workers in the arsenal and dockyard of Spezzia. The new rules apply to about 7000 persons. There is no reduction of pay.	
SUNDAY AND HOLIDAY REST.	Sunday rest compulsory and 14 holidays in the year. By mutual agreement between employer and men, work may be taken on Sunday in lieu of a week-day.		

* Cf. Notes.

† In cases where shifts are changed twice or oftener, between 10 p.m. and 4 a.m.

FACTORY LAWS OF EUROPEAN COUNTRIES.

	PORTUGAL.	SWITZERLAND. (Federal.)*	ST. GALL.* (Cantonal.)
DATES OF EARLIEST FACTORY LEGISLATION.	1891.	The earliest legislation took place in different cantons at different dates.	
DATES OF PRESENT LAWS.	1891.	1877. (With special decrees from 1891-1898.)	1893.
TO WHAT PLACES THE LAWS APPLY.	Mines and quarries, docks and shipping yards, factories and workshops of all kinds; also State workshops and those of administrative corporations, professional and charitable institutions. Exceptions are small mills and workshops not employing steam-power and where dangerous trades are not practised, which are established in the home of the worker, and are executed by himself and family or pupils, and where the number employed does not exceed 5.	Any industrial establishment where a more or less considerable number of workmen are employed regularly in a closed place away from home. Domestic workshops and small industries are excepted, <i>save when dealing with unhealthy trades</i> , also mines. The Federal Council, in agreement with the Cantonal Departments, has the power to decide what small places shall be brought under the Law. The Decree of June 1891 brought under the Law : (1) Places using power and employing more than 5 persons, or any persons under 18, or which present dangers to life and health. (2) Any places employing more than 10 persons, though not having any of the features just mentioned. (3) Places employing less than 6 persons and presenting special dangers to life and health, or those occupying less than 11 but which are of the type of factories.	<i>St. Gall extends the protection to all places where girls under 18 are employed; to places where women are employed outside their homes when in a greater number than 2 together, in hotels or cafés, in commercial offices or for wages in agriculture. The protection is extended to the small industries employing girls and women, particularly those of "the fashions."</i>
AGE OF ADMISSION OF CHILDREN.	12. (But where possessing educational and medical certificates may be admitted by authority to easy work only, at 10 years old.)	14.	
DURATION OF WORKING-DAY.			
<i>Children.</i>	6 hours† in 24 for those under 10. Primary instruction is compulsory up to 12 years for 2 hours daily at least, and work must be specially interrupted for the purpose.	11 hours‡ for those of 14-16 years; but this must include time for instruction, and the instruction must not be sacrificed to the work. 10 hours Saturdays and Eves of Holidays.	

* Cf. Notes.

† Cut by a rest after 4 hours' work of 1 hour under 12 years; the same rest after 5 hours' work for boys under 16 and girls under 21.

‡ Cut by a rest for all workers of at least 1 hour at noon.

	PORTUGAL.	SWITZERLAND. (Federal.)	ST. GALL. (Cantonal.)
DURATION, ETC. (<i>cont.</i>). <i>Young Persons.</i> <i>Women.</i>	10 hours in 24 for boys of 12-16 years and girls of 12-21 years.	11 hours* for those of 16-18 years. Saturdays and Eves of Holidays 10. 11 hours.* (Saturdays and Eves of Holidays 10.)	<i>In shops 10 hours and 9 on Saturday.</i>
CONCESSIONS AS TO DURATION OF WORK. <i>Young Persons.</i> <i>Women.</i>		Concessions may be allowed in a passing manner where there is a cause, such as stoppage of the motor force. But they must not cause night-work to those 14-18. Concessions as above. But not so as to cause night-work. Concessions allowed to unmarried women over 18 in a few accessory trades. [<i>Cf. Notes.</i>]	
RESTRICTIONS ON NIGHT-WORK. <i>Young Persons.</i> <i>Women.</i>	(Hours of night are 9 p.m. to 5 a.m. summer; 8 p.m. to 6 a.m. winter.) Forbidden absolutely to boys under 12 and to girls under 21. Only permitted to boys of 12 to 16 years in certain industries with regulations.	(Hours of night are 8 p.m. to 5 a.m. summer; 8 p.m. to 6 a.m. winter.) Forbidden to those under 18. Forbidden.	<i>In hotels and cafés girls under 18 must have 8 hours for sleep.</i>
CONCESSIONS AS TO NIGHT-WORK. <i>Young Persons.</i> <i>Women.</i>	Night-work is permitted to boys of 12 to 16 years, in industries employing furnaces; in cases of stoppage or accident it is permitted temporarily, but work in either case must not exceed 10 hours in 24, cut by 2 rests of 1 hour, and if employed by night and day, 6 of the 10 hours only to be in the night. If employed entirely by night, work is to be limited to 8 hours cut by a rest of 1 hour. No minor can be employed for more than 3 consecutive nights, or for 12 consecutive nights a fortnight in 2 shifts of 3 hours if he also has day-work, and in 2 shifts of 3½ hours if he has no day-work.	Night-work is permitted to boys of 14 to 18 years in industries where uninterrupted work is necessary, but the duration of work is to be below the normal 11 hours, and the work must be in alternation of day and night. It can only be accorded for two weeks by the local authority, if for longer, by the Cantonal Government, but must remain temporary. No concessions as to girls and women.	

* Cut by a rest for all workers of at least 1 hour at noon. Women with households may have half an hour longer at noon if the rest is less than one hour and a half.

	PORTUGAL.	SWITZERLAND. (Federal.)	ST. GALL. (Cantonal.)
SUNDAY AND HOLIDAY REST.		Compulsory, with concessions for accidental causes. In certain codified industries work is permitted permanently to men over 18, but hours may not exceed 3 in some cases, and in all cases the workman must have 1 Sunday free in 2. A man cannot be compelled to work on Sundays and Holidays if he objects. Saturdays and Eves of Holidays the limit is 10 hours.	<i>If a shop [Cf. Extension of Acts] remains open on Sundays, an equal holiday time must be given in the week. Sunday work in hotels and cafés must be made good by a half-holiday in the week.</i>

	GREAT BRITAIN AND IRELAND.
DATE OF EARLIEST FACTORY LEGISLATION.	1802 : 1833, Althorpe Act.
DATE OF PRESENT LAW.	1878 to 1895.
TO WHAT PLACES THE LAW APPLIES.	Textile and non-textile factories ; workshops without power where "articles are made, altered, repaired, ornamented, finished, or adapted for sale by means of manual labour exercised for gain." * N.B.—1. Domestic workshops are subject to regulations with regard to the hours of children and young persons only. 2. In workshops not employing children and young persons, the hours of women are regulated. 3. The only workshops which are not liable to factory inspection, save exceptionally for sanitary matters, are those which employ neither women, young persons, nor children. But where dangerous trades are worked these same workshops are brought under the Act. Bakehouses where only men are employed come under the Act.
AGE OF ADMISSION OF CHILDREN.	11, if an educational certificate is obtained. In factories a medical certificate is necessary under 16.* Children of 11 to 13 years must attend school either twice on alternate days or once every day when working in the morning or afternoon brigades. Children of 13 who have either passed Standard V., or, after the age of 5, have made 250 attendances a year for 5 years, at not more than 2 schools, are classed with young persons, i.e., with those of 14 years old. But in Scotland and Ireland, whether certificated or not, all under 14 must attend school—not so in England.
DURATION OF WORKING-DAY.	In textiles, non-textiles, and workshops the ordinary working period is defined as between 6 a.m. and 6 p.m., or 7 a.m. and 7 p.m., or 8 a.m. and 8 p.m. Exceptionally the Secretary of State may alter the hours to between 9 a.m. and * 9 p.m.*

* Cf. Notes.

	GREAT BRITAIN AND IRELAND.
DURATION OF WORKING-DAY <i>(cont.)</i> <i>Children.</i> <i>Young Persons.</i> <i>Women.</i>	<p>Children of 11 to 14 work on alternate days,* or on the half-time system. [<i>Cf. Notes.</i>] Hours of alternate days in textiles, non-textiles, and workshops, are 10 with 2 hours rest.</p> <p>The half-time system in textiles is 6½ hours mornings, or 5 hours afternoons, cut by a rest of ½ an hour.</p> <p>Non-textiles and workshops are allowed 6½ hours mornings, or 5½ afternoons. In domestic workshops the half-time system only is allowed; hours 6½ mornings or 6½ afternoons.</p> <p>Young persons of 14 to 18 work 10 hours* in textiles, and 56½ hours a week. In non-textiles they work 10½ a day and 60 a week. In domestic workshops they work from 6 a.m. to 9 p.m. with 4½ hours for rest and meals.</p> <p>Women work 10 hours* in textiles and 56½ a week. In non-textiles they work 10½ and 60 a week. In workshops not employing young persons or children, they work a specified period of 12 hours between 6 a.m. and 10 p.m., with a specified period of 1½ hours for meals and rest. In domestic workshops no restrictions on the hours of women.</p>
CONCESSIONS AS TO DURATION OF WORK. <i>Young Persons.</i> <i>Women.</i>	<p>Overtime is never allowed in textiles. The only concession to children is the occasional ½ hour to complete a process in non-textile factories or workshops, but the hours a week are not to exceed the legal limit.</p> <p>Only 3 concessions are made to young persons under 18 :</p> <p>(a) Water-mills : one hour overtime on days other than Saturday in cases of drought or floods might be granted by permission of the Secretary of State ; but the concession has not been used.</p> <p>(b) Turkey red dyeing : overtime permitted so far as is necessary.</p> <p>(c) ½ hour overtime is permitted in bleaching, dyeing, print-works, iron mills and foundries to complete a process, but the total hours worked in the week must not exceed the legal limit.</p> <p>Overtime is never allowed in textiles.</p> <p>In certain specified non-textile factories, workshops, and warehouses of seasonal industries, 14 hours are allowed, cut by rests of 2 hours, and not for more than 3 days a week, and 30 days a year. To finish a process in certain specified non-textile factories and workshops ½ hour overtime allowed, but the legal time per week may not be exceeded. In specified non-textiles, where goods are perishable, 14 hours cut by rests of 2 hours, of which ½ hour must be after 5 p.m., are allowed, but only for 5 days a week or 60 days a year. In water-mills and in Turkey red dyeing, regulations are as for young persons.</p>
RESTRICTIONS ON NIGHT-WORK. <i>Young Persons.</i> <i>Women.</i>	<p>Hours constituting the night are 9 p.m. to 6 a.m.</p> <p>Night work forbidden to all under 18.</p> <p>Night work forbidden. But in workshops not employing children and young persons, women may work until 10 p.m. [<i>Cf. Women, Duration of Work.</i>]</p>
CONCESSIONS AS TO NIGHT-WORK. <i>Young Persons.</i>	<p>[There are no concessions for women and girls.]</p> <p>Male young persons over 16 may work in lace factories between 4 a.m. and 10 p.m. with 9 hours' rest between; in bakehouses between 5 a.m. and 9 p.m. with 7 hours rest.† The State Secretary has power to order that male young persons over 16 in bakehouses shall be counted as adults, i.e., over 18.</p> <p>Male young persons over 16 may be employed for not more than 2 nights a week in newspaper printing works for not more than 12 hours consecutively.</p>

* TEXTILES, cut by 2 hours' rest of which 1 hour must be before 3 p.m. and period of work not to be more than 4½ without a ½ hour's rest for meals. NON-TEXTILES cut by 1½ hours' rest of which 1 hour must be before 3 p.m. and period of work must not be more than 5 hours without ½ hour's rest for meals; workshops the same. In domestic workshops 4½ hours for rest and meals for young persons.

† Provided that they be not employed both before and after the ordinary period on the same day, the ordinary period being as defined above. [*Cf. Working Day.*]

	GREAT BRITAIN AND IRELAND.
CONCESSIONS AS TO NIGHT-WORK. (cont.) <i>Young Persons.</i>	<p>Male young persons over 14 may in certain scheduled industries,* work at night for 12 consecutive hours, but by rests as in the day and preceded and followed by a rest of 12 hours; they are only to work thus for 6 nights (or in blast furnaces and paper works for 7 nights) in any 2 weeks.†</p> <p>In glass factories male young persons over 14 may work at night, but work to be for 60 hours a week only, each turn (if of 5 hours work), to be out by $\frac{1}{2}$ an hour's rest; and each turn to be followed by a rest as long as the turn of work.‡</p>
COMPULSORY HOLIDAY AND SUNDAY REST. <i>Women and Young Persons.</i>	<p>Sunday rest compulsory. A short day must be given to all protected hands on one week-day in every week. In textiles this must be Saturday; but in certain non-textiles and workshops, another week-day may be substituted for Saturday.</p> <p>Saturday hours. Textiles—women and young persons: 6 a.m. to 12.30 p.m., or 6 a.m. to 1 p.m., with 1 hour rest, for manufacturing purposes; 6 a.m. to 1 p.m. for other purposes, or with 1 hour for meals, to 1.30 p.m.§</p> <p>Non-textiles—women: 6 a.m. to 2 p.m. or 7 a.m. to 3 p.m. or 8 a.m. to 4 p.m. with $\frac{1}{2}$ hour for meals. Or for young persons and women, 6 a.m. to 4 p.m. with 2 hours off for rest, and then only for those young persons and women who have not worked more than 8 hours the rest of the week.</p> <p>Workshops not employing children and young persons: Women may work 8 hours on short days with $\frac{1}{2}$ hour for rest.</p> <p>Domestic workshops: Young persons may work from 6 a.m. to 4 p.m. with $2\frac{1}{2}$ hours rest. No restrictions for women.</p> <p>There are six compulsory holidays for protected persons in the year: unless notice be given they shall be Christmas Day, Good Friday and 4 Bank Holidays, but by due notice given, other holidays and half-holidays may be substituted.</p>
RESTRICTIONS AS TO DANGEROUS TRADES. [Mines in English Law do not come under the Laws called Factory Acts.]	<p>All protected persons are forbidden to clean machinery in motion.</p> <p>The restrictions on unhealthy or dangerous trades in so far as hours are concerned, assign a further limit of time, or they are totally prohibited.* The rules concern: 1. Children. 2. Children and girls under 18. 3. Girls under 16. 4. Children and young persons of both sexes.</p> <p>Women are forbidden to work for 4 weeks after childbirth.</p>
REGULATIONS OF THE HOURS OF MEN'S LABOUR. WORKING-DAY.	<p>By the Act of 1895, hours in dangerous trades may be limited for men, but the rules must lie before Parliament for 40 days before they are enforced.</p>
SUNDAY REST.	

* Cf. Notes.

† Or they may be so employed in 3 shifts of 8 hours each with a rest of 2 unemployed shifts between each 2 employed shifts.

‡ Turns of work in glass-works, 14 hours each in 4 turns per week, or 12 in 5 turns, or 10 in 6 turns, or any less number of hours not making more than 9 turns per week.

§ Also for manufacturing purposes 7 a.m. to 1.30 p.m. and for other purposes to 2 p.m. is allowed with at least $\frac{1}{2}$ hour for meals.

NOTES.

FRANCE.

I. CHILDREN may not be employed in theatres and café-concerts as actors, &c., till thirteen; in acrobatic and itinerant entertainments not till sixteen. (Law of 1874.)

II. Groups of industries in which evening work (*veillées*) to 11 p.m., at certain given times of the year for two months, is permanently authorised for women and girls over eighteen: (a) the industries of furnishing, jewellery, printing, paper and cardboard-making, bookbinding, toy business. (b) Clothing and fashion industries. (c) Paper-hangings. In the above trades, overtime for all is temporarily allowed by authority for thirty days in the year.*

In the above industries night-work can also be temporarily allowed to all for thirty days. Night-work and overtime are allowed for sixty or ninety days in factories of perishable materials, such as perfumes, confectionery, fruit, fish and vegetable preserving, also in cooperage for barrels for storing fish. In all these trades Sunday work is also temporarily allowed. The trades of continuous fires where night-work is allowed are, beetroot distilleries and paper works (women and boys); in making articles of enamelled iron, &c., in oil extraction, sugar refineries, metalliferous works and glass works (boys).

* By decrees of July 1897 and February 1898, a few more industries were added to the list of those benefitting by concessions on overtime, night and Sunday work. July 1897 adds six; of these three deal with clothing, the others are perfumery, glue and gelatine manufacture. February 1898 added (for women) Indian corn drying and the sorting of bottles in glass-works. Also were added certain processes in thread and yarn spinning, silk winding and other preparations of wool, cotton and silk for weaving new stuffs.

III. Industries which are forbidden in whole or in part to protected persons.

A. Women and young persons under eighteen :

(a) Absolutely forbidden : Cleaning and repairing machinery in motion, employment in workshops where the machinery is unguarded, employment in poisonous industries (the number of these forbidden industries is sixty) ; employment in places where writings, drawings, &c., the sale of which is forbidden under the penal laws, are made, or which, whether legally forbidden or not, are offensive to good manners.

The poisonous industries forbidden are as follows :

The manufacture of arsenical, hydrofluoric, nitric, oxalic, picric, salicylic, uric acids ; refining metals, anilines, arseniate of potash, benzine ; manufacture of white lead and Prussian blue, treating refuse with lead, treatment of offal from slaughter-houses, manufacture of chlorine of lime and alkaline chlorides, of chloride of sulphur, chromate of potassium, cyanide of potassium, and red cyanide of potassium or red prussiate of potash, dry polishing of crystal glass, lace washing with white lead, unravelling and cutting up of rags, scraping enamel in making "muslin" glass, manufacture of manures of animal matter, skinning and cutting up animals, silvering glasses with mercury, roasting sulphurous ores, manufacture of oils and other fatty products extracted from the refuse of animal matter ; manufacture of litharge, of massicot, of colouring matters by means of aniline and nitro-benzine, sharpening and polishing metal, quarrying and shaping millstones, manufacture of nitrate of methyl, nitro-benzine, aniline, and other products of benzine, manufacture of phosphorus, treating skins and furs of rabbits and hares with nitrate of mercury ; manufacture of sulphate of mercury, of arsenical sulphuret, and of sulphur of sodium, dry polishing of glass.

(b) Employment in *that part of the work* in certain industries where poisonous vapours are given off or where the acids come under touch, is forbidden. The number of trades thus in part forbidden to women and persons under eighteen is thirty-five. The reasons given are : a few for fear of accidents, but chiefly the fear of poisonous or noxious effluvia. The list is as follows :

Production of sulphuric, muriatic acids, refining of gold and

silver by acids, bleaching of flax, straw, and paper; certain parts of catgut and caoutchouc work, treatment of rags by acids, bleaching of cotton waste, cleaning of leathers by acids, gilding and silvering, extraction of soap from fatty fluids, metal enamelling and enamel making, treatment of woollens and cloth by damp, scouring and galvanisation of iron; flax spinning, calcining of ores and tissues, leather dressing, production of nitrates, refrigeration by acid, production of salts of soda by sulphate of soda, manufacture of sinapisms, production of sulphate of peroxide of iron and sulphate of soda, production of superphosphate of lime and potash, dye-works, treatment of olive-cakes by sulphide of carbon, sheet iron and glazed metal work, glass and crystal work, bladder dressing.

B. Young persons under eighteen : additional trades forbidden in whole or in part.

(a) Absolutely forbidden : Turning an apparatus by means of a pedal, or turning a horizontal wheel. Ten trades are also prohibited to those under eighteen. First, those demanding caution and attention beyond ordinary; all these deal with explosives—*e.g.*, dynamite, cartridges, percussion caps, fireworks, &c.; the number thus forbidden is eight. Extraction of the silky parts from the cocoon—noxious effluvia. Employment in dogs' hospitals—fear of bites.

(b) Employment in certain dangerous parts of certain industries. In addition to the trades already given (*under Women, &c.*) young persons are debarred from dangerous work in forty-seven other trades. The reasons adduced are : harmful dusts, vapours or effluvia, and danger of burning; danger of fire and accidents.

C. Children under sixteen : additional trades forbidden in whole or in part.

(a) Absolutely forbidden : pedal action for crafts called manual, work with circular or band saws, with mechanical shears or other mechanical cutters, work in connection with steam jets, &c.; wire-drawing, rod and metal rolling workshops, scaffolding in or outside houses; slaughter-houses, depôts for matches, workshops and shops for the distilling and storing of explosive oils, workshops where varnish is prepared by spirits of wine; in glass bottle and window glass blowing.

(b) Employment in certain dangerous parts of certain industries: Preserve tins, the soldering part; chromolithography, machine bronzing; production of collodion, tin bronzing by hand, shops where lighting fluids are stored, parts of tobacco workshops, workshops where taffetas and linen is glazed.

D. Girls under sixteen may not work the sewing-machine by pedals.

E. Children under thirteen may not be employed in glass-works either in gathering or blowing.

There are in addition elaborate measurements of the weights which may be carried or drawn—(1) by boys below fourteen and boys from fourteen to eighteen; (2) by girls below sixteen and girls from sixteen to eighteen.

BELGIUM.

(See *Addenda*.)

I. In this country as in France (*see* Introduction) the motives for forbidding or regulating certain trades to protected persons are of two kinds: (a) protection of the workers (noxious effluvia and dangerous dusts, danger of poison and of wounds); (b) of the community, danger of fire and of accidents. [It is evident that all regulations for women are actuated by a combination of these two motives.] Belgium, however, expressly discriminates the two sets of motives in the following Article [Art. II., Jan. 29, 1863], which contains rules for the guidance of persons addressing demands to the administration for permission to establish a dangerous trade: "They must make known, moreover, the measures proposed for preventing and lessening the inconveniences to which the establishment may give rise, as much for the workpeople attached to the exploitation as for the neighbours and for the public." Again, in Article VI. of the same date: "Authorisations are subordinated to reserves and conditions judged necessary in the interest of the *public* safety, health, and convenience, as well as in the interest of *the workpeople* attached to the establishment."

II. Belgium is one of those countries most active in adding to and improving the law by means of trade by trade legislation. The

effect of this in reducing the average of the hours of labour has been noticed in the Introduction (*see* p. 6-7).* The *Groups* of trades which have thus had the hours reduced by Royal decree are the textile industries—spinning and weaving flax, cotton, hemp and jute; woollen industry, newspaper printing; art industries—*some forty-five*; paper-making, tobacco and cigars, manufacture of sugar; furniture-making and incidental industries—*a large number*; potteries, fireproof articles, plate-glass industry, lucifer matches; building, zinc rolling, crystal and glass vessel works; industries connected with wearing apparel—*two groups*; heavy engineering, light engineering—*four sub-groups*; brickworks,† window-glass making; mines and quarries, blast furnaces, steel works, puddling and rolling mills. [For details see Mr. Gould's abstract of Belgium Acts in the Factory Inspector's Report for 1896. *See* also the same for a list of dangerous trades forbidden wholly or in part.]

III. The law for children in itinerant theatrical or acrobatic shows is much the same as in France, but the age of admission in Belgium is raised to eighteen, unless the parents are the employers, then the age of admission is fourteen.

HOLLAND.

(*See Addenda.*)

I. Trades in which concessions are allowed in night-work. Sunday work, *or* overtime:‡

Baking, newspaper printing, condensed milk, yeast-packing, glass works, workshops for sewing, knitting, embroidery, fashions, and so on; net making, lithography, brickworks, fruit and food preserving, fish drying and salting, establishments using wind or water power, iron-foundries, fish-net making, trades in which cleaning machinery is required, dried fruit industry, dab fisheries, and bleaching works.

* The average is taken all round, and in some important industries hours remain high. In textiles, for example, they reach $11\frac{1}{2}$ and $11\frac{1}{2}$; but in these same industries they are further reduced to 6 for children of 12 to 13.

† In brickworks the hours remain 12; but they are greatly reduced for *girls* under 16, and for *all* under 14.

‡ Night-work is not allowed to women and girls.

II. Dangerous trades :

A Royal decree of Jan. 1897 gives elaborate rules. The injunctions about dangerous machinery occupy nine heads of Article I., with various subdivisions. The first five heads prohibit the work of protected persons in certain machine work altogether; the next four order the fencing of dangerous machinery where protected persons are employed; and power looms, where the shuttles make more than eighty throws per minute, are regarded as dangerous. Great power is given to the inspector, who is allowed (Article I., B. 1) to indicate any machine work as "dangerous." Then come two interesting clauses prohibiting work of the protected in badly lighted workshops, or in workshops ill defended from the sun; a list of trades trying to the eyesight is given, in which work is prohibited to all the protected, if the work-places are so constructed as to render artificial light necessary from 9 a.m. to 3 p.m., unless such light be of a given strength. These trades are embroidery, working of precious stones, gold and silver work, engraving or wood-block cutting, instrument making, type-setting, knitting by machinery, sewing and stitching, clock making or repairing, or other trades requiring good light. After this follow the injunctions as to the trades using explosive gases.

In Article II. we have the lists of poisonous trades, or those creating noxious dusts and exhalations, which are prohibited unless proper preventives and precautions are adopted.

In certain unhealthy trades a minimum amount of air space is specified, and in certain other such trades provision of suitable lavatories is required. In another specified class of industries (including type founding and cigar making) women and young persons may not take their meals in the work-place.

Following the articles giving the latter injunctions is one forbidding underground work to all the protected. Then comes one special to young persons under sixteen, of which the prohibition concerning independent engineering work would seem to be as much in the interest of the public as the young worker.

III. A Royal decree of March 1897 permits Sunday work to women over sixteen in butter and cheese factories for a few specified hours, provided that no other labour, save that referred to in this decree, be performed on that day.

GERMANY.

I. Overtime: "Necessary cases," *i.e.*, trades obliging continuous work, or carried on by means of fires that must not be extinguished, or where the work is limited to certain determined periods. In the above cases it is also permitted, on application to and by authority of the higher court of administration, to alter the times of rests, but only on condition that young workers shall not be employed for longer than six hours without intervals of rest amounting to at least one hour.

II. Codified industries in which Sunday and holiday work is allowed to adults. There are seventy-eight groups of such industries which are classified as follows:

- (a) Mines, salt and metalliferous works, seven groups.
- (b) Stone and earth works, four groups.
- (c) Work in metal, machines and mechanical appliances, three groups.
- (d) Chemical industries, thirty-nine groups.
- (e) Secondary products of domestic economy, raw material for lighting, fatty bodies, essences and varnishes, nine groups.
- (f) Paper and leathers, three groups.
- (g) Common foods, six groups.
- (h) Industries of periodical production, seven groups.

To this list must be added by the proclamation of April 22, 1896, establishments for cleaning and dyeing articles of wearing apparel by chemical process. By authority of the local police, work may be carried on until noon on six Sundays or holidays in the year, but not on Easter and Whit Sundays, Christmas, New Year, or Ascension Days.

By the decree of May 1897 on ready-made clothing trades young persons under sixteen being expressly forbidden to work on Sundays, the inference allows men and women to do so; the exception would probably fall under industries of periodical production. In commercial enterprises the assistants must only be employed for five hours on Sundays and holidays, and not at all on Christmas, Easter, and Whit Sundays. The Sunday law is long and complicated, occupying nine divisions of Art. 105.

III. Decrees concerning the work of women, young persons and children, in dangerous and unhealthy trades.* During the years 1892, 1893, and 1894, no less than thirteen decrees on dangerous trades were sent out. The following industries were affected :

1892 : Glass works, chicory works, oil works (2), zinc and lead mines and coke works of the district of Oppela, sugar works and refineries, forges and rolling mills, flax scutching or hackling, and similar preparatory work in textiles.

1893 : Brick-works, lucifer match works (all classes of workers), colourings with a base of lead or acetate of lead (all workers), cigar-making (all workers).

1894 : Concerning work and rest in spinning mills.

In 1897 special rules for the manufacture of the bichromates of potash and soda were issued by the Federal Council ; these rules prohibit the employment of women and of young persons under the age of sixteen under conditions in which they might come in contact with the chromates, or of persons not medically certificated as being free from sores or scratches.†

IV. Hours for adult male workers : Though the only restriction in the Imperial law is that relating to dangerous and unhealthy trades—notably lead-works—several of the German States have adopted the ten hours day in *Government* works.

AUSTRIA.

I. Where overtime is permitted by regulation, it is laid down that it shall be paid for, and this for all ages and both sexes.‡

Industries in which the working day may be prolonged for all

* Dangerous trades are scheduled under separate heads, of which the first set are regulated chiefly in the interest of the public.

† In 1898 special rules, to come into operation July 1st, were drawn up by the Federal Council for establishments manufacturing electric accumulators of lead compounds. The employment of women, young persons and children, in processes involving contact with lead or lead compounds, is forbidden. The hours for those preparing the composition for filling the accumulator plates must not be more than 8 per day, cut by a rest of 1½ hour.

‡ The Austrian Government has just issued an order to State Railways that overtime in engine sheds shall be paid at the rate of 25 per cent. above regular wages. The normal hours are 10 per day—7 a.m. to noon and 1 p.m.

classes of workers for one hour : Silk-spinning and weaving, spinning of cotton, wool, flax and hemp, weaving of cotton by power, rope-making, dye-works, bleach-works, printing of stuffs, flour-mills. The day may also be carried to twelve hours in glass-works for founders and blowers. [This list is subject to revision every three years.]

II. Trades in which night work is allowed for protected persons :

Boys of fourteen to sixteen years may do some night work during June and July in silk-spinning mills, when for climateric reasons the work begins *before* 5 a.m., and finishes *after* 8 p.m. It is also authorised for the above minors from 8 p.m. to midnight in hotels, markets, food industries, small trades and industries.

Boys of fourteen to sixteen years are also authorised *exceptionally* in forges, glass and paper works, in sugar-works and food preserving to do night work.

Women may *exceptionally* work at night in sugar and paper works, food-preserving and feather-cleaning industries.

In the case of the more permanent exceptions — exceptions that is, which arise from constantly recurring wants, the Minister gives the authority only. In the case of *passing needs*, such as stoppage, accident or an unforeseen and sudden demand of certain goods, the local industrial authority may allow concessions.

Night work for men is never forbidden.

III. Sunday rest.

All manual work must cease on Sunday, save that which concerns the cleaning and putting in order of machinery.

There are other concessions which are codified under four heads :

(a) *Because of the impossibility of interrupting work*—e.g., gardening work, the oversight of furnaces, steam boilers and machines, in metalliferous works, glass, silk dyeing, paper works, grinding or crushing mills, sugar works and refineries, breweries, distilleries, vinegar works, chemical works and electric-lighting. It is permitted in tanneries for two hours in the morning; it is permitted in hop-drying during September and December.

(b) *Because of the needs of consumption* : In all shops and in all

to 6 p.m. Work on Sundays or holidays is counted overtime. Men may not be on duty for 24 hours consecutively ; every 12 of work must be followed by 12 of rest. A 12-hour shift must have 1 hour interval at noon and 1 at midnight.

workshops annexed where the product sold is made. By the law on Sunday work, which came into operation on May 1, 1895, all Sunday trading was, however, limited to six hours without exception, in so far as the employes go.

(c) *Because of the necessities of communication*—i.e., all transport industries. And finally:

(d) *Urgency*—defined above as “passing needs.”

Holiday regulations are as Sunday.

The law of 1895 permits Sunday manufacturing in Galicia and Bukowina, when not carried on in public, and provided employers and workpeople observe a twenty-four hours’ rest on some other day of the week according to their faith.

IV. Alteration of the daily hours of rest may be made in a variety of industries according to convenience but without lessening the total amount.

V. Mines: The conditions of work in mines are regulated by the mining laws of 1884 and of 1896; in 1896 were two laws: the *first* regulated the payment of wages, the pay to be monthly, and Ministers may fix shorter terms; and the *second* was a Mines Arbitration Act. These laws do not come within the present observations. But it may be stated that they include regulation of hours.*

HUNGARY.

I. Hours for children and young persons:

The industrial authority can fix shorter hours of labour in certain industries.

II. Women: No regulation is special to women, save that dealing with four weeks’ absence from work after child-birth.

DENMARK.

There are no special regulations for women, saving a prohibition concerning the cleaning of machinery in motion.

* Elaborate new rules for ozokerit mines in Galicia as to the conditions under which the mining operations must be carried on, have just been issued by the Mining Authorities.

SWEDEN.

I. Women : There are no special regulations for women, save that prohibiting underground work.

II. Protection against danger : A law of May 1889, applying practically to all the great industries, save building and mines, has elaborate rules for the health and security of the workers. The following list is given : sawmills and timber yards, underground work other than mines, works and furnaces, forges and metalliferous works, shipbuilding yards, crushing mills, print-works, distilleries, factories and other enterprises whose work approximates them to factories.

III. A decree of June 1883 authorised concessions as to mines for boys of from fourteen to eighteen years. This included important concessions as to night work. [*See Table.*]

NORWAY.

I. Women : The work of women is not regulated by law save in the four points mentioned under " Dangerous Trades " in the Table.

II. Dangerous work forbidden to women and young persons :

(a) Women and young persons : cleaning, oiling, or tending driving shafts, or machines in movement, fastening rollers and cables on moving pulleys, &c. .

(b) Young persons : attending to steam-boilers and machines that demand special precautions.

RUSSIA.

The history of Russian factory legislation is peculiar to the country and very interesting ; some hints as regards this have been given in the Introduction. Further points that have to be noticed are (1) the low maximum age of protection ; and (2) the effect of the new law of 1897.

I. The age of juvenile protection (save in one instance) leaves off at fifteen years. The exceptional instance is that from fifteen to seventeen young persons may not be employed at night in *textile* factories such as those of cotton, cloth, wool, linen, flax and hemp &c. [*cf.* Table on Restrictions.] After fifteen years, therefore, with this exception, children of both sexes are counted as adults, as regards duration of labour, save that where dangerous trades are concerned it lies within the power of Ministers to count them still children—*i.e.*, to *raise the age of admission* to these trades.

II. The new law of 1897 has placed under protection *male* adult labour, and only applies to such labour. Consequently male persons over fifteen are now protected as to duration of work and Sunday and holiday rest, while women from fifteen onwards are left at present unprotected (save as regards night work in textiles, where the law for women is the same as for young persons of fifteen to seventeen years).

III. List of industries in which employment of children under fifteen is forbidden :

Spinning and scutching of flax and hemp, and carding of all sorts of textiles, tow-making from rags, places which work up the wool of lambs and make felt, the cutting and drying of wools for weaving; where the silk of cocoons, hair, wool, feathers of animals are prepared, in the preparation of cloth for tarpauling, in bleaching and dyeing flax and hemp and kindred trades, in bleaching cotton thread and cloth and kindred trades, in the fulling and teasing, &c., of cloth, in the printing and dyeing of calicoes and kindred work, in the sorting of rags for paper, cutting, rubbing, bleaching, &c., in the making of leathers and parchments, in varnishing leather, in the making of varnish and oily materials, in works where bones are calcined or ground, in petroleum refining or other such material, in glassworks in preparing the materials, in blowing, graving, polishing, baking and decoration; in the making of pottery, in lime and cement making, and industries that treat stones as raw material, in lead foundries and those for the fusing of brass, in caoutchouc working, in white-lead making, in mills for working up metals, as in the fusion, mechanical cutting, rolling, piercing and polishing; in distilleries for brandy and other alcohols,

in works for chemical products—acids, salts, vitriol blue, colours and so on; in certain parts of refineries for beetroots, in phosphor match works—children are not allowed even in the buildings; in gold and silver refining by acids, in brass works, in wood works where circular or ribbon saws are used, in slaughter-houses, in bakeries and pastry-making save for packing and carrying the bread, in the preparation of sheepskins, in printing works and book-stitching when it is night.

FINLAND.

The industry of Finland is regulated by two laws special to the country; one of April 1889 touches the protection of children and young persons. The age of admission is twelve; from twelve to fifteen the working day is eight hours, rests included; night work is forbidden up to eighteen years, and the hours constituting night work are from 9 p.m. to 5 a.m. Employers must see that children have received the minimum amount of primary education.

ITALY.

I. Rules for the employment of children :

Every employer who wishes to take on a child under fifteen must make a declaration to the local authority, who must give notice to the Minister of Commerce. All children so hired must be furnished with a "livret." All medical certificates, without which no child can be employed, must be furnished by doctors chosen from a list prepared by the sanitary council of the district. The list is subject to revision every year. The certificate must assure not only that the child is in good health, but that his development will not suffer in consequence of the work.

II. Dangerous trades :

There are two tables A. and B. A. entirely prohibits employment under fifteen; B. permits certain trades to children from nine

to fifteen years, with reserves, and for a time not exceeding eight hours of effective work.

III. There are no regulations for women over fifteen whatever.

SPAIN.

The law in Spain concerns only children and young persons, and these in four points merely: the age of admission, the length of the working day, night work, and primary education. There are no regulations concerning daily rests, Sundays and holidays, or dangerous trades, even for children.

The work of women over seventeen is subject to no regulations whatever, although a very great number are employed in various industries, such as mines, tobacco, lace.

PORTUGAL.

The dangerous trades forbidden to minors resemble those coming under the head B. of Note III. in France.

SWITZERLAND.

(See Addenda.)

I. The Federal law of 1877 is obligatory on all the cantons, but there is nothing in the law to prevent the governments of the cantons issuing supplementary laws. As this opportunity has been used the cantonal regulations have carried the rules a step or two further. The Federal law therefore represents the minimum of legislation in Switzerland, while St. Gall has been selected for tabulation as exhibiting the maximum.

It is a peculiarity of the Federal law that it purports to apply to all workers, without distinction of age or sex, in those industries that fall within it. Unless, therefore, women and children are specially mentioned the clauses of the law apply to all workers alike.

Though domestic workshops and small industries, which are

very numerous in Switzerland, are exempt from the law, it can bring the latter within its power by means of the Doubt Clause [see Table].

Mines are also exempt from regulation, but this industry is of small import in Switzerland.

II. Accessory trades, in which overtime, before or after the working-day, is allowed to men and unmarried women over eighteen:

Decree of 1891.—Heating of steam boilers and workshops, cleaning of chimneys, boilers, furnaces, power machine, &c., dusting of the frames in foundries, drying of the moulds.

Decree of 1893.—Drying of the “cuts” and preparation of dyes in cotton printing.

III. *Decrees of 1893 and 1894.*—Codified industries in which night work or Sunday work may be allowed to men permanently [see Table]:

(a) *Tanneries*: Sunday for a few hours for dealing with the skins.

(b) *Bakeries*: Night work.

(c) *Manufacture of pies*: One or two hours on Sunday morning for turning the pies.

(d) *Milk industry*: Night and Sunday work for various processes; Sunday for condensation and cleaning utensils.

(e) *Manufacture of alcohol*: Night work.

(f) *Gasworks*: Night and Sunday.

(g) *Factories of the pulp of wood, cellulose, paper, and card-board*: Night work for the service of a number of machines; night and Sunday work for dealing with the cellulose.

(h) *Wood-sawing*: Night work.

(i) *Electric works*: Night and on Sunday for overlooking the machines, &c.

(k) *Salt works*: Night and Sunday work.

(l) *Cement and lime-work*: Night and Sunday for calcining; night for crushing, &c.

(m) *Gypsum work*: Night work.

(n) *Tile-works*: Night and Sunday for baking; Sunday for services to the drying material.

(o) *Rice and flour mills*: Night work; three hours for cleaning and putting right machines, &c.

(p) *Breweries*: Night work for the malt-kilns and baking;

Sunday work for service to machines and oversight of the fermentation.

By a decree of 1894, these industries (Note III.) are also classed amongst the "accessory trades" (Note II.), in which overtime is permitted to men and unmarried women over eighteen.

ST. GALL.

The law in this canton, taken together with the Federal law, marks the maximum of legislation in Switzerland. Many other cantons, however, have made regulations for the protection of women and girls under eighteen in the small industries exempt from the Federal law, notably those dealing with dress fashions. In many cantons the regulation extends to shops, and where, as in Zurich, it does not, a special shop law exists. In Bâle, Zurich and Lucerne a special law deals with the treatment of girls in hotels and cafés. Where the Federal law is merely extended to other industries the body of the regulations remains the same; but in one or two cantons the general rules go further. In Zurich, for example, the working-day is lowered by an hour, which brings it down to ten and nine Saturdays. In St. Gall this reduction touches shops only [*cf.* Table]. In Lucerne while overtime is forbidden to girls under eighteen and pregnant women, it is allowed to other women only at a pay increased by 25 per cent., and it is forbidden to workwomen to take the work home. While night work for women is forbidden in the cantons, permission for temporary evening work is accorded to adult women by authority in definite cases.

GREAT BRITAIN AND IRELAND.

I. Definition of Factories and Workshops :

(a) *General*.—Factories generally are premises wherein steam, water or other mechanical power is used in aid of any manufacturing process. They are either Textile or Non-Textile.

(b) *Particular*.—Textile factories are premises wherein power is

used in any process incident to the manufacture of cotton, wool, hair, silk, flax, hemp, jute, tow, china-grass, cocoa-nut fibre, or other similar material.

Non-textile factories comprise the following specially named industries: print works, bleaching and dyeing works, earthenware works, lucifer match works, percussion cap works, cartridge works, paper staining works, fustian cutting works, blast furnaces, copper mills, iron mills, foundries, metal and india-rubber works, paper mills, glass works, tobacco factories, letter-press printing works, bookbinding works, flax scutch mills, lace warehouses, rope works, and hat works; and all other places or premises wherein steam, water, or other mechanical power is used in aid of the manufacturing process.

Workshops are places where no mechanical power is used in aid of any manufacturing process, but where manual labour only is exercised by way of trade, or for purposes of gain in making, altering, repairing, ornamenting, finishing, or adapting articles for sale.

II. Mines do not come under the factory laws, but are regulated by a special Act.

The provisions of the Factory Acts with respect to accidents, dangerous machines, &c., have been extended to docks, wharves, quays, and warehouses, but not that part dealing with hours of employment. Certain portions of the Acts have also been extended to laundries:

(a) Where power is used as though they were factories:

(b) In other cases as though they were workshops.

As far as hours of employment go, special regulations are made for laundries, as follows: children, ten hours a day and thirty a week; young persons, twelve hours a day and sixty a week; women, fourteen hours a day, *whether or not* overtime be worked, and sixty a week. No overtime is allowed for children and young persons. Overtime for women is not to exceed two hours on any one day; it may only be taken three times in any week, and on thirty occasions in the year.

Shops, as mines, have an Act to themselves.

III. Workshops only employing adult male labour: in sanitary matters these workshops are under the provisions of the Public Health Acts, and the controlling authority is the sanitary authority; but in

cases of non-observance of the law, the Secretary of State can authorise factory inspectors to enforce observance.

IV. Alteration of hours of employment must not be confused with overtime. The power to cause the working day to be from 9 a.m. to 9 p.m. has been granted in four scheduled cases—viz., fish-curing workshops, bookbinding factories from September to February inclusive, workshops connected with drapers' retail establishments in Manchester and Salford only, and straw hat and bonnet factories and workshops. The alteration does not touch the short day—i.e., Saturday, or the day substituted therefor. The hours for children follow those of young persons and women without extension of the period of time in any case.

V. Certificates of medical fitness. When a child becomes a young person—i.e., reaches the age of fourteen, or of thirteen, with the required educational conditions, a new certificate of medical fitness must be obtained before entering on the altered conditions of work.

VI. (a) *Meal hours* must be at the same time (save in certain specified cases) for all children, young persons and women, in [a factory or workshop; and during that hour they must not work, nor remain in a room wherein a manufacturing process is going on, save in certain specified exceptions.

(b) Meals may not be taken at all within certain specified premises even if no work is being done there. The following is a list of such prohibited premises: glass works (1) where materials are mixed, (2) where flint glass is ground, cut or polished; lucifer-match making, where all parts of the work is carried on save cutting the wood; earthenware works, in the dippers' house, dippers' drying room, or china scouring room; factories or workshops where wool, hair, rags, are sorted dusted or ground; those parts of textiles where gassing is carried on, those parts of print, bleach or dye works where singeing is carried on. Every part of a factory, or workshop, where the following processes are carried on:—grinding, glazing and polishing on a wheel, brass casting, type founding, dipping metal in acid solutions, metal bronzing, majolica painting on earthenware, catgut cleaning and repairing, cutting, turning, polishing bone, ivory, pearl-shell, snail-shell, where chemicals or artificial manures are made, unless a meal-room be specially reserved, where white lead is made

unless a meal-room be reserved. Every part of a factory or workshop in which dry powder or dust is used in lithographic printing, playing-card making, fancy-box making, paper staining, almanack making, artificial-flower making, paper colouring and enamelling and colour making.*

VII. Night work for male young persons.—The exceptions relating to the employment of male young persons over sixteen at night are blast furnaces, iron mills, letter-press printing works, paper mills, oil and seed crushing mills, copper and yellow metal rolling mills, iron and metal tube works in which Siemens' gas furnaces or any furnaces are used, the knocking out and cutting departments in loaf sugar refining (non-textile factories), the calcining and stamping of mineral dressing floors in Cornwall (non-textile factories and workshops), galvanising metal (non-textile), china-clay works, iron-ore washing.

VIII. A five-hour spell for all the protected, instead of four hours and a half, is allowed in a few textile factories during winter months, as though they were non-textile: elastic web, ribbon, trimming, hosiery, woollen factories in Oxford, Wilts, Worcester, Gloucester, and Somerset; in winding and throwing raw silk.

IX. Trades (A) forbidden to young persons or children, or (B) under special regulations.

A. *Forbidden to young persons and children*: silvering mirrors by mercurial process, making white lead.†

Forbidden to female young persons and children: the melting or annealing of glass.

Forbidden to girls under sixteen: making or finishing bricks or tiles, not being ornamental tiles; the making or finishing of salt.

Forbidden to children: any dry grinding in the metal trade, dipping of lucifer matches.

B. Dangerous trades under special rules.—These rules extend to all the classified places of work, and they include a rule for restricting the employment, or period of employment, not only of young persons

* An order has extended this prohibition to parts of factories and workshops where fur-pulling is carried on.

† Wet-spinning is forbidden to all protected hands, including women, unless special protection is afforded. From June 1, 1898, white-lead making is also forbidden to women.

and children, but of adult workers of *both sexes*, provided that, in this latter case, the rules shall lie forty days before Parliament before they come into force: Manufacture of white lead, manufacture of paints and colours and the extraction of arsenic, the enamelling of iron plates, lucifer match making (save those made with red or amorphous phosphorus), making of earthenware, explosives in which di-nitro-benzole is used, chemical works, quarries, making of red, orange, or yellow lead, lead smelting, tinning and enamelling of iron hollow ware, metal hollow ware and cooking utensils, electric accumulator works, flax mills and linen factories, brass mixing and casting, processes in which yellow chromate of lead is used, or in which goods dyed with it undergo any treatment whatever, fur-pulling.

REGULATION OF THE WORK OF CHILDREN.

DURATION OF THE WEEK'S WORK OF CHILDREN IN FACTORIES.

SYSTEMS.	BRIGADES.	FACTORIES.	
		TEXTILES.	NON-TEXTILES & WORKSHOPS.
Alternate Days	{ Monday, Wednesday, Friday Tuesday, Thursday, Saturday,	Hours. 30	Hours. 31½
		26½	28½
Half-Days .	{ Morning Afternoon	39	39
		27½	28½

**STATEMENT SHOWING THE BEARING OF VARIOUS ACTS
ON THE EMPLOYMENT OF CHILDREN UP TO 1896.**

	Age. (Under 11 employment is prohibited.)		
	11 to 12.	12 to 13.	13 to 14.
1. EDUCATION ACTS.	Half-time employment allowed on passing half-time (bye-law) standard. Full-time employment allowed on passing full-time (bye-law) standard.*		Employment, full-time or half-time, allowed if standard IV. has been passed, or if a certificate of due attendance obtained.
2. FACTORIES, WORKSHOPS & QUARRIES.	Half-time employment allowed if half-time (bye-law) standard has been passed, and if children are actually attending school half-time for specified hours. Full-time employment prohibited.		Half-time employment allowed without educational test if actually attending school half-time for specified hours. Full-time employment allowed if standard V. has been passed, or certificate of due attendance obtained.
3. COAL-MINES.	Employment prohibited.	Employment of girls below ground prohibited. Employment of boys below ground and of boys and girls above ground, as in No. 1, except that hours of employment above ground are regulated so as to prevent employment beyond half-time.	Employment of girls below ground prohibited; otherwise as under Education Acts.
4. METALLIFEROUS MINES.	Employment below ground prohibited; above ground as in No. 2.	Employment of girls below ground prohibited; of boys, as in No. 1. Employment above ground as in No. 2.	Employment of girls below ground prohibited; of boys as in No. 1. Employment above ground as in No. 2.
5. EMPLOYMENT IN STREETS, PUBLIC-HOUSES, & PLACES OF AMUSEMENT.†	Prohibited between 9 p.m. and 6 a.m., with power to local authority to extend these hours by <i>bye-law</i> (in addition to all regulations in Education Acts). In the case of girls the prohibition extends to sixteen years.		

* In the few cases where bye-laws fix the age below 13, children under 13 exempt by such bye-laws are subject to the conditions of children of 13 to 14 years.

† For the purpose of singing, playing, or performing for profit, or offering anything for sale.

ADDENDA.

Since this book went to press, information as to the following new Decrees has been received:—

SWITZERLAND.

A DECREE of the Federal Council, which came into operation January 1898, forbids the employment at certain occupations of pregnant women, and at certain others of young persons of 14 to 16 years.

A. *Forbidden to pregnant women.*—(1) Work in which fumes of phosphorus are given off, particularly in mixing, dipping, emptying frames and filling boxes, in match factories; (2) work in which lead and lead compounds have to be handled; (3) work in the vicinity of pneumatic mercury pumps (in the manufacture of incandescent lamps); (4) where emanations of sulphuric acid, or of carbon bi-sulphide, or of sulpho-chloride, are given off (in india-rubber making); (5) work involving movement of heavy loads or occasioning violent shocks.

B. *Forbidden to children of 14 to 16.*—(1) Work of boiling substances under pressure; (2) attending to motors or any apparatus using a strong electric current; (3) work in which dangerous machines for cutting, scutching, pulping, &c., are used, unless efficiently guarded; (4) in certain processes involving the use of mordants and lead glazes and other poisonous materials; (5) in processes generating a large amount of dust, unless the dust or particles are effectually driven off.

BELGIUM.

I. *Regulation as to yellow phosphorus in matches.*—A Royal Decree of April 1898, contains special instructions to Factory Inspectors as to ascertaining the proportion of yellow phosphorus contained in samples of match-paste. The maximum proportion allowed is 8 per cent. Powers hitherto permitted to Provincial Councils to grant concessions as to this rule are revoked by this Decree.

II. *Additions to trades classed as dangerous.**—By Royal Decrees of May 1898, the following are included: (1) Manufacture of copper by moist (or chlorine) process; (2) manufacture of hydrogen and oxygen gas by the electrolysis of water; (3) concentration of sulphuric acid; (4) maize-hulling.

HOLLAND.

Regulation as to yellow phosphorus in matches.—By Royal Decree of June 1898, the employment of women and of young persons of either sex under the age of 16 is absolutely forbidden in places where the manufacture or working up of match-paste, containing more than 5 per cent. of yellow phosphorus, is carried on. Where the proportion is less or where it is not exceeded, employment is permitted only if a medical certificate can be produced, showing that the health is not likely to suffer.

* See Mr. Gould's "Abstract of Belgian Laws," in the Factory Inspector's Report of 1896, for the main list of these trades. They cover several pages and closely resemble the French trades given in this book (pp. 30-33).

